

New York State Health Care and Mental Hygiene Worker Bonus (HWB) Program

Overview

- Bonuses will be paid to recruit, retain, and reward health care and mental hygiene workers who meet specified eligibility requirements
- Bonus payment amounts to eligible workers will be based on the number of hours worked and the duration of service within designated vesting periods
- Qualified employers are required to submit claims for bonus payments for their qualified employees that meet the eligibility criteria during specified six-month vesting periods between October 1, 2021 through March 31, 2024
- Employers may submit through the [Healthcare Worker Bonus Portal](#).
- Employers should use their MMIS ID (Medicaid) or SFS Vendor ID (non-Medicaid)
- **Submission for the first vesting period (10/1/21-3/31/22) is open from 8/3/22-9/2/22**

Qualified Employee Eligibility

- Front line health care and mental hygiene practitioners, technicians, assistants, and aides that provide hands on health or care services to individuals
- Employee title included on the list of eligible worker titles. The following list cover a large portion of roles among NYC REACH member organizations. There are over 100 additional titles that qualify a staff member for this program, including those who work in behavioral health, emergency medical services, therapies, facilities support, and many more. Review the complete list [here](#).
 - Medical Assistants
 - LPN, RN
 - Nurse Practitioner, CNMW
 - Physician Assistant
 - MSW, LMSW, LCSW
 - Front Desk Clerk
- Annual base salary is no more than \$125,000
- Consecutive employment for at least six months

Qualified Employer Eligibility

Qualified employers include certain providers that bill for services under the Medicaid state plan or a home or community-based services (HCBS) waiver, providers that have a provider agreement to bill for Medicaid services provided or arranged through a managed care organization or a managed long term care plan, and certain educational institutions and other funded programs.

Bonus Payment Amounts for Qualified Employees

- \$500 if they work 20-30 hours per week
- \$1000 if they work 30-35 hours per week
- \$1500 if they work at least 35 hours per week

Important Requirements

- An employee is NOT able to claim bonuses independently. Qualified employers are required to claim the bonus on behalf of their employees
- A qualified employer who fails to identify, claim, and/or pay any bonus for more than 10 percent of bonus eligible workers may be subject to penalties of up to \$1,000 per violation of the HWB Program
- Qualified employers must pay bonuses to eligible employee no later than 30 days after the bonus amount is paid to the qualified employer.
- A qualified employee can receive up to a maximum of \$3,000 in total bonus payments over two vesting periods
- The employee title must be listed on the table of eligible worker titles
- The bonus claim process requires all qualified employees to sign an attestation that confirms their wages from all sources in connection with their eligibility for the workforce bonus
- **Submission for the first vesting period (10/1/21-3/31/22) is open from 8/3/22-9/2/22**

Vesting Period Schedule

| Vesting Period | Vesting Period Start Date | Vesting Period End Date | Employer Submission Start Date | Employer Submission Close Date |
|----------------|---------------------------|-------------------------|--------------------------------|--------------------------------|
| One | October 1, 2021 | March 31, 2022 | August 3, 2022 | September 2, 2022 |
| Two | April 1, 2022 | September 30, 2022 | October 1, 2022 | October 31, 2022 |
| Three | October 1, 2022 | March 31, 2023 | April 1, 2023 | May 1, 2023 |
| Four | April 1, 2023 | September 30, 2023 | October 1, 2023 | October 31, 2023 |
| Five | October 1, 2023 | March 31, 2024 | April 1, 2024 | May 1, 2024 |

Attestation Forms

- Click [here](#) for Employer Attestation Form
- Click [here](#) for Employee Attestation Form

Additional Resources

- New York State Health Care and Mental Hygiene Worker Bonus Program [website](#)
- [Frequently Asked Questions](#)
- New York State Office of the Governor [Press Release](#)
- [Healthcare Worker Bonus Portal](#)
- Health Care Worker Bonus (HWB) Call Center: **866-682-0077** (Mon – Fri 8AM – 5PM)

Last updated 8/4/2022